

LANL CHILD CARE INITIATIVE

Helga Christopherson
HR Division Director

WDWG Child Care Initiative Forum
October 23, 2001



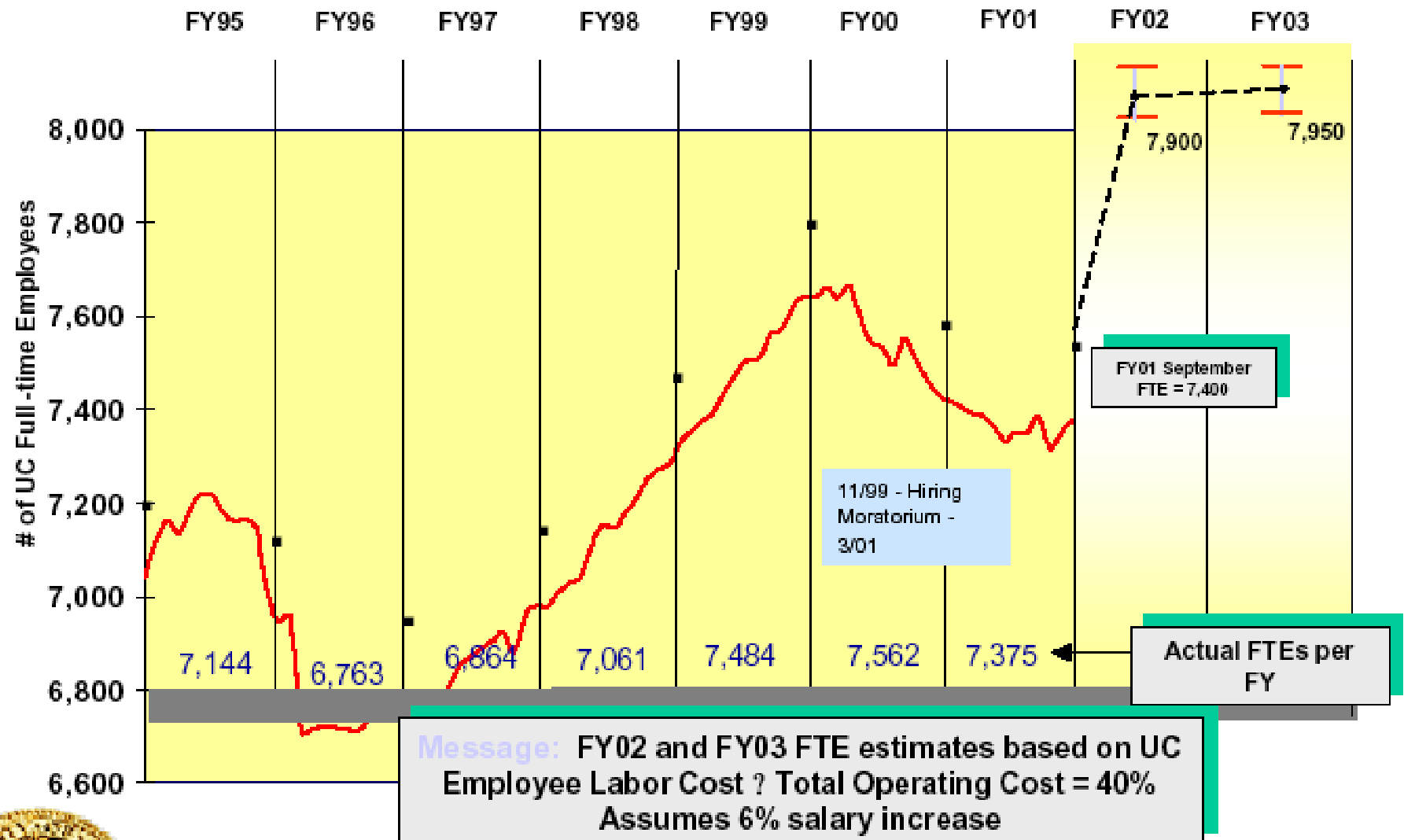
2000- A new Child Care Initiative

John Browne wrote that, “The work life needs of employees must be addressed, and a work life environment must be created that will attract prospective employees, retain valuable employees, and facilitate productivity.”

- Joe Salgado named champion for the initiative

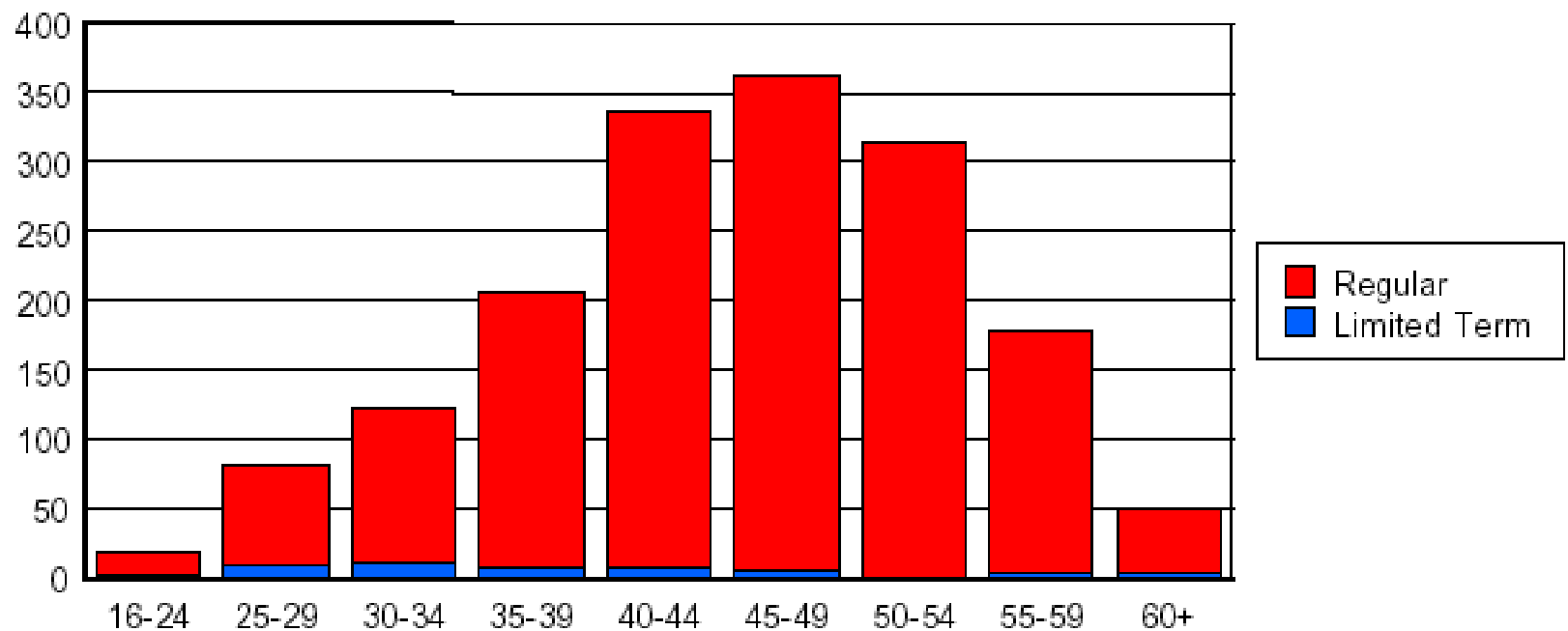


LANL On-board UC FTES



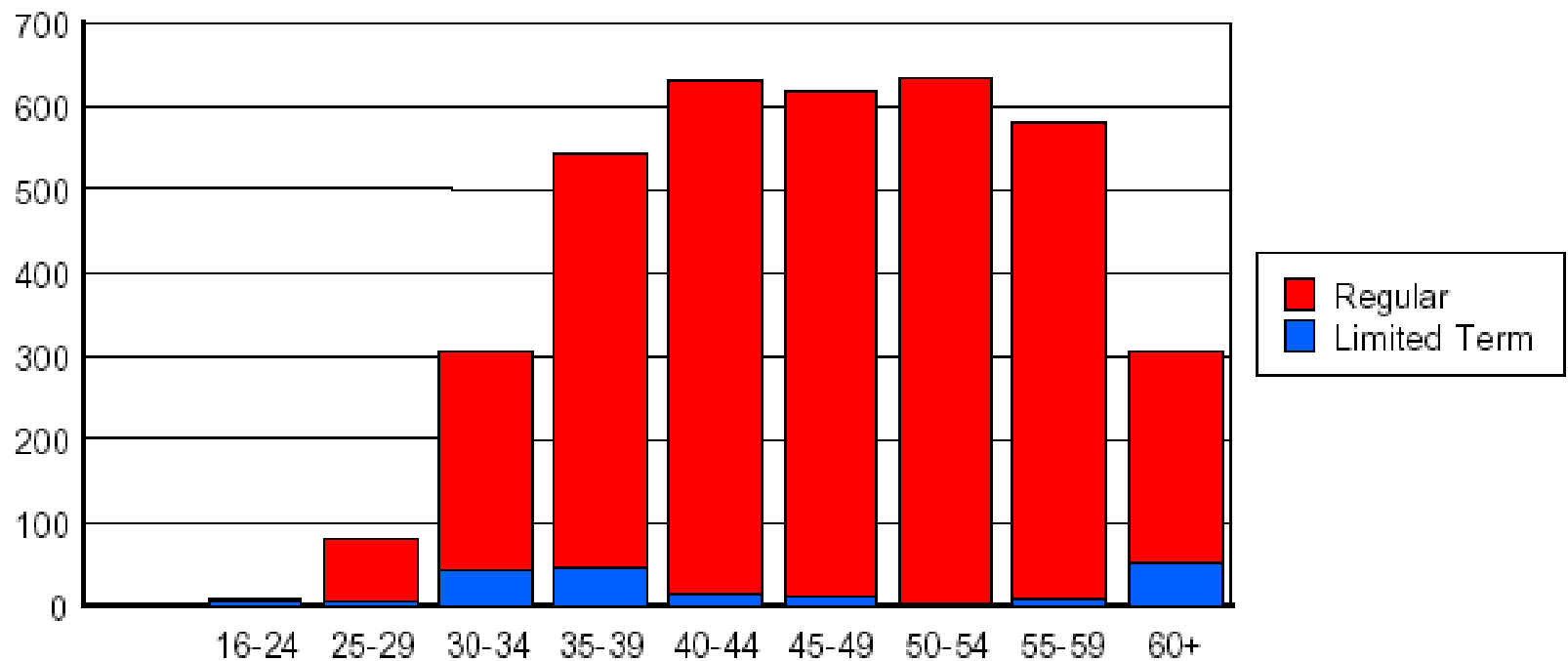
Age Distribution for UC Regular and LimTerm Employees

For TEC



Age Distribution for UC Regular and LimTerm Employees

For TSM



2000-2001

- HR & DVO directors assigned to develop a proposal
- SET reviewed HR's proposal for
 - enlarging a few existing provider centers or
 - starting a small center focusing on underserved children
- SET approved opening a small center to complement community services
- Child Care staff wrote proposal to use Lab funds allowable under DOE 350.1
- Proposal submitted to DOE (8-20-01) pending
 - Issues: allowability DOE-AL & feasibility—DOE-LAAO



Child Care Proposal Highlights

A five-year pilot program

- RFP for independent operator
 - LANL to pay for space (remodeling/lease, maintenance, utilities)
 - Selection of quality provider: focus on operator qualifications & experience; ability to be NAEYC accredited & meet national standards of care
 - Fee rates are to be competitive with local provider fees
 - Local providers encouraged to bid
- Staff will be employees of contracted organization covered by contractor's salaries & benefits policies



Child Care Proposal Highlights

(cont'd)

- Enrollment—45-50 children
 - Focus on infant/toddler care (20)
 - Include drop-in/transition care (7-10)
 - Balance to be a mix of 2-5 year olds
- Location
 - Canyon or other school properties that meet state requirements for internal/external space
 - Modest remodeling costs



Community Engagement

- Ongoing meetings with community leaders
- Discussions with schools about using school property
- Continuing one-on-one discussions and group meetings with area providers
- Participation in community meetings



Providers' Concerns

- Scope of initiative
 - Will it remain the same or expand?
- Difficulties of recruiting staff
- Proposal parameters
 - Competitive advantage as a result of DOE subsidy
 - Agree on infant and transition care-- concerned about the balance (20+) slots



Next Steps

- DOE decision
- If positive,
 - Develop RFP & review proposals
 - Choose provider
 - Work with selected provider to set policy in conjunction with advisory board
 - Open center
 - Will take 14+ months from DOE approval date

